

Yorkshire and the Humber

Don Valley House
Savile Street East
Sheffield
S4 7UQ



18th May 2018

Dear Colleague,

Re: Health Education England 2018-19 Post-CCT GP Fellowship Programme

The NHS Five Year Forward View gave a national target of 250 GP Fellowships by 2020. As part of this Health Education England (HEE) has agreed a national programme framework and investment model.

This letter outlines our local plans for development of these posts and details of how to bid for fellowships and feed into priority areas. We are keen to ensure that any Fellowships reflect both local workforce need and GP career aspirations.

The aim of the programme is to support newly qualified GPs to develop the skills required for the future of GP development. This will facilitate both individual career development and local health service needs. The programme offers service commissioners the opportunity to develop shared posts between employers, for example across practices, between primary and secondary care or between practices and primary care organisations.

The programme

The full-time programme will be delivered over a 8-10 session week and run for 12 months. It will allow for local variation in terms of content and clinical focus, and the structure of Fellowship programmes must include:

- At least 40% (likely 4 sessions p/w) of traditional general practice, to develop clinical maturity as a GP. It is likely a primary care provider will be the main employer.
- Up to 40% of time to develop skills and involvement in GP development beyond the MRCGP curriculum and relevant to the fellowship and five year forward aims. This might cover areas of workforce development within a practice including new ways of working, and could also be focused on priority areas for development such as urgent and emergency care or leadership, in specific/ specialty areas for example care of the elderly such as frailty, mental health, oncology, paediatrics, veteran's health etc., or in an academic organization

- 20% (2 sessions p/w) of protected education and training time. It is intended that an academic underpinning will frame the programme and provide robust governance and quality assurance. This may involve completion of a Postgraduate Certificate.

Fellows may attend educational sessions facilitated by HEE. The groups will support Fellows to share learning from the programme and will also support planning for career and service development after the cessation of the programme.

Where successful the employing organisation would be responsible for advertising and recruitment of the fellows.

The posts are ideally intended to be the first substantive posts after CCT (not counting locums) to fit with the aim of recruiting new GPs. Preference needs to be given to applications from doctors in their final year of GP training or those in the first two years immediately after achieving a CCT in general practice. However, applicants with more experience can be considered if places are available.

Start dates for the scheme can be flexible but due consideration should be given to the completion of training dates for the majority of GP registrars, end of July and end of January.

Information required in Bids

HEE will want to understand how you will attract GP trainees and recently qualified GPs into the programme. Applications also need to consider how you are addressing recruitment of new GPs generally and how you will support the career development of young GPs including opportunities to develop skills in leadership, education, management etc. In addition, HEE will need to see how the work supports the principles of GPFV including new ways of working, primary care at scale, integrated care, multidisciplinary working etc.

The bid will need to consider the clinical roles, opportunities for development, mentoring and educational components of the post, and possible roles for the fellows after the initial 12 months.

The investment model for this programme will include:

- HEE will fund @£18,963 per Fellowship to fund release for two sessions per week to undertake personal development, education and training. (This based on an indicative gross annual salary of £75,249pa +26% on-costs).
- Fellows will also benefit from a generous contribution of at least £4000 to education costs that they will access via HEE. This can be used towards academic costs. Information will be required on how the funding is used.
- The employer will usually be a primary care provider organisation, but could be a Trust, third sector organisation or social enterprise.

Funding is available in West Yorkshire for a maximum of 5 GP Fellows in the 2018/19 recruitment.

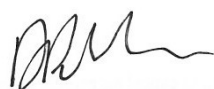
Next Steps

Applications for a Fellowship post should be received by 30th June 2018 using the attached application form.

Applications will be selected based on local need for GPs and concordance with local workforce and clinical needs and plans to continue support to Fellows.

Please do contact me if you would like more information.

Yours faithfully,



Dr Dominic Patterson

Director of Postgraduate GP Education

Health Education England, Yorkshire and the Humber

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